



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF MAY 20, 2016

Commissioner Drumheller called the meeting to order in Lincoln, Nebraska at 9:03 a.m. on May 20, 2016. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Arnold Nesbitt
Janet Palmtag

Rita Griess, Vice Chairperson
Kristin Yates

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Investigator III

Gretchen Eure, Unit Director
Cat Souliere, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the May 20, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Yates moved to approve the April 7, 2016 Commission meeting minutes.

Commissioner Griess seconded the motion.

ROLL CALL:

Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
Nayes:
Abstained:
Motion Carried

MAIN OFFICE:

301 Centennial Mall, South ☐
PO Box 94934
Lincoln, NE 68509-4934
Phone: 402-471-2024
Fax: 402-471-4059
800-642-6112
www.NEOC.nebraska.gov

BRANCH OFFICES:

1313 Farnam-on-the-Mall ☐
Omaha, NE 68102-1836
Phone: 402-595-2028
Fax: 402-595-1205
800-382-7820

505A Broadway Suite 600 ☐
Scottsbluff, NE 69361-3515
Phone: 308-632-1340
Fax: 308-632-1341
800-830-8633

Commissioner Nesbitt moved to approve the April 15, 2016 Commission meeting minutes.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

IV. ADDITIONS OR CORRECTIONS

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 1-15/16-12-47462.

Under Section IX. ADMINISTRATIVE ACTIONS, please add C. COMPLAINANT FILING IN COURT NEB 1-15/16-9-47323.

Under Section X. CONCILIATION, please add NEB 2-14/15-8-45054.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this time.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

NEB 1-15/16-9-47337 (Respondent was present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 1-15/16-8-47046 (Respondent was present.)
Commissioner Palmtag moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 2-15/16-10-47118 (Respondent was present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 2-14/15-12-45422 (Respondent was present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 2-15/16-7-3179-H (Complainant and Respondent were present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 2-15/16-7-45751 (Complainant was present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 1-15/16-1-3240-H (Complainant was present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 1-15/16-1-3233-HM (Respondent was present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 2-14/15-2-3109-H (Respondent was present.)

Commissioner Griess moved for no reasonable cause on familial status and disability.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Drumheller, Griess, Nesbitt
 Nayes: Palmtag, Yates
 Abstained:
 Motion Did Not Carry

Commissioner Nesbitt moved for no reasonable cause on familial status and disability.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Yates, Drumheller, Griess, Nesbitt
 Nayes: Palmtag
 Abstained:
 Motion Carried

NEB 2-15/16-1-3238-H
Commissioner Drumheller moved for reasonable cause on accommodation.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

NEB 1-15/16-2-3245-PA
NEB 1-15/16-1-3247-PA
NEB 1-15/16-11-47433
NEB 2-15/16-11-47147
NEB 2-15/16-10-47105
NEB 2-15/16-1-47193
NEB 1-15/16-9-47333
NEB 1-15/16-11-47420
NEB 2-15/16-2-3253-H
NEB 1-15/16-2-3254-H

Commissioner Drumheller moved for no reasonable cause on the above cases.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-15/16-12-3222-H
NEB 1-15/16-3-3261-H
NEB 1-15/16-12-47462

Commissioner Nesbitt moved to adopt the agreements.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-15/16-11-47430
NEB 1-15/16-12-47509

Commissioner Drumheller moved to administratively close the above cases based on withdrawal by the Complainant.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Naves:
 Abstained:
 Motion Carried

B. EEOC

NEB 1-15/16-10-47369
NEB 1-15/16-9-47358

Commissioner Drumheller moved to adopt the findings of the EEOC.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Naves:
 Abstained:
 Motion Carried

C. COMPLAINANT FILING IN COURT

NEB 1-15/16-9-47323

Commissioner Drumheller moved to administratively close the above cases based on Complainant filing in court.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Naves:
 Abstained:
 Motion Carried

X. CONCILIATION

NEB 2-14/15-8-45054

Commissioner Drumheller moved to adopt the recommendations of the Director of Conciliations.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nays:
 Abstained:
 Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. New Hires/Promotions

Director Albers informed the Commission that three new investigators have been hired, two for housing and one for intake.

2. EEOC Update

Director Albers told the Commission that she received and signed the EEOC contract. She indicated that she felt the agency may receive an upward modification. She added that the information on the EEOC conference has been received and that the new Executive Director and Intake Director will be in attendance.

3. HUD Grant

Director Albers said the agency was approved for a \$20,000 grant from HUD and will work with NET working on a thirty minute show emphasizing housing issues in Nebraska.

4. July Commission Meeting Date

Director Albers noted that, due to scheduling issues, she asks the July Commission meeting to be moved to July 22, 2016. The Commission agreed.

5. AG Opinion Regarding the Authority of the NEOC to Act as a Certifying Agency

Director Albers reminded the Commission that they had been asked if they could act as a Certifying Agency in a certain capacity. Commissioner Drumheller said the Commission should defer to the opinion of the Attorney General and indicate that we are not able to act in that capacity.

6. Previous Month's Budget Reports

Commissioner Drumheller moved to approve and accept the previous month's budget reports. Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Nesbitt
 Nayes:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

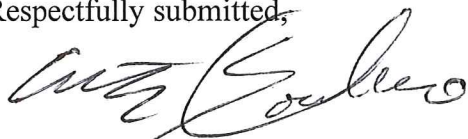
Commissioner Drumheller declared the May 20, 2016 Commission meeting ended at 12:35 p.m.

Commission Meeting Minutes

May 20, 2016

Page - 9 -

Respectfully submitted,



Cat Souliere
Staff Assistant

May 20, 2016

Date



Barbara Albers
Executive Director

May 23, 2016

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of May 20, 2016 have been corrected and accepted, and henceforth approved on this date.



Chairperson

6-17-16

Date